

# Strategic Plan

2022-2025



Brophy Family and Youth Services is the primary provider of children, youth and family services in South West Victoria, delivering a comprehensive range of specialist support services to our community for over 50 years.

## Our Purpose

Brophy provides services which promote a just society and create opportunities to form safe and inclusive environments for the south-west Victorian community.

We want to build advantage in our community, create meaningful connections and encourage the skills, talents and dreams that exist in every person for them to create the life they want.

## Our Values



### **SOCIAL JUSTICE**

Promoting justice, fairness and human rights.



### **PROFESSIONALISM**

Practising in an ethical, respectful and inclusive manner.



### **EMPOWERMENT**

Strengthening and enabling individual and community decision making.



### **RESPONSIVENESS**

Responding in a timely, engaging and respectful manner.



### **PARTNERSHIP**

Striving for shared connections to create better client outcomes.

## Our Vision

People are meaningfully connected to create the life they want. We achieve this together through innovation and relationships, creating new horizons towards an advantaged community.

# Our Strategic Goal

To be a leader in place-based solutions for South West Victorian communities through the planning and delivery of connected and evidenced community services that build advantage and improve the lives of people in our community.



## Strategic Objective One

**Strengthen the capacity and capability of people to build advantaged communities.**

### Strategic Initiatives

- Meet the existing and emerging community needs that pertain to our mission in partnership with our community through building place-based solutions focused on capacity and capability development.
- Build the evidence and service needs that maximises the potential opportunities that roll out from the government reforms.
- Strengthen the quality of outcomes for consumers by investing in partnerships with stakeholders within and outside the region.



## Strategic Objective Two

**Connect meaningfully with people to prevent discrimination in our community.**

### Strategic Initiatives

- Build the bonds of inclusion in our community by forging stronger relationships with LGBTIQ+ communities that strengthen solidarity.
- Deepen our commitment towards First Nation self-determination, reconciliation, and cultural safety and growth.
- Create stronger partnerships that enable people with disability to find meaningful work and connection in their communities.



## Strategic Objective Three

**Deliver evidenced and connected services for people to create the life they want.**

### Strategic Initiatives

- Embed service consistency and continuity for customers by driving an evidence-informed practice culture across the organisation.
- Broaden accessibility and seamless service experiences for customers by expanding the scope & coordination of services delivered regionally.
- Create greater service options for customers by growing the continuum of services delivered, through the lens of specialisation, innovation, evidence, and partnership.

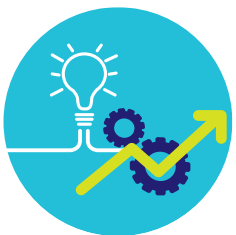


## Strategic Objective Four

**Invest in the development and wellbeing of our staff and volunteers to build advantage.**

### Strategic Initiatives

- Advance Brophy's profile as an employer of choice by continuing to invest in the key success determinants for recruiting and retaining employees.
- Invest in the professional development and well-being of staff and volunteers through systems that 'build and grow our own'.
- Build upon Brophy's culture of inclusion, leadership and recognition through the lens of advantaged thinking, evidence and innovation.
- Strengthen the stewardship of the organisation through its connection, leadership and advocacy in community.
- Raise the recognition, contribution, and value of volunteers across the organisation through meaningful engagement in volunteering opportunities.



## Strategic Objective Five

**Broaden our systems and improve our infrastructure to create advantage in our organisation.**

### Strategic Initiatives

- Build the capability and capacity of the organisation's internal business systems to facilitate organisational growth.
- Expand our building infrastructure to drive growth opportunities in Warrnambool, Hamilton and Portland.
- Invest in a comprehensive compliance system that reinforces program and organisational accountability including quality, safety and risk dimensions.



*Brophy acknowledges the traditional owners of the lands we are on today, in particular, the Gunditjmara people of the Maar Nation.*

*We acknowledge the First Peoples and the Traditional owners of this country and their ongoing connection to their culture, lands and water.*

*We pay our respect to past and present Elders, and future leaders and acknowledge their strength and resilience.*

*Always was and always will be Aboriginal land.*



**brophy.org.au**